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News Summary

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It's no company union, but the Professional Staff Congress of the City University of New York manages to maintain a cooperative relationship with the university administration. Story on Page 6.

A dispute in the Chicano-studies department at California State University at Los Angeles has given rise to a growing number of violent incidents. Story on Page 8.

The University of Chicago should not cut back its graduate programs in the face of shrinking enrollment, a faculty panel has recommended. Story on Page 8.

In the 1980's, higher education will be vulnerable to the triple threat of a depressed economy, lower public appropriations, and a smaller pool of 18-year-olds. Part IV of the Minter-Bowen series appears on Page 9.

"Bear" Bryant, of the University of Alabama, is better paid than any other coach in college football. Story on Page 13.

A proposal to trim $665-million from the student-loan program over the next three years was among more than 70 budget alternatives debated by the House of Representatives last week. Story on Page 15.

The Supreme Court has taken action on three more cases involving sex discrimination in education. Story on Page 15.

Archibald MacLeish, the poet and dramatist who died on April 20, may be the subject of renewed critical interest. Story on Page 21.

A black political prisoner in South Africa is one of three candidates for the chancellorship of the predominantly white University of the Witwatersrand. Story on Page 19.

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AAUP's Dilemma: Can Rules on Dismissals of Professors Survive Fiscal Distress?

Layoffs of tenured faculty members may be at once 'unthinkable' and 'inevitable'

By ROBERT L. JACOBSON
WASHINGTON

Pressure is developing in the American Association of University Professors for a new look at its longstanding edict against the dismissal of tenured faculty members.

Discussions on the subject reflect virtually no support for the elimination or weakening of tenure itself or its role in protecting academic freedom. But there is growing sentiment for examining whether the association's ground rules on dismissals are entirely appropriate or adequate in the face of higher education's deepening financial problems.

Even some staunch supporters of academic freedom and tenure are beginning to question whether the profession is best served by prohibiting layoffs of tenured faculty members until "the institution as a whole" has reached such dire financial straits that its very survival is threatened.

"The tenure principle must at all cost be preserved."

That is the policy advocated by the A.A.U.P. in its widely followed *Recommended Institutional Regulations on Academic Freedom and Tenure*.

The recommendations also allow colleges to end tenured appointments on "educational" grounds, but only when faculty members have determined that an entire program or department must be formally discontinued for the sake of the institution's overall mission.

Some A.A.U.P. members now concede, however, that higher education's widespread fiscal distress may call for a broader approach.

Many suggestions to that effect were made here recently at an invitational conference sponsored by the A.A.U.P. on the role of faculty members in "hard times." About 45 faculty members, college administrators, and representatives of national organizations in higher education attended the three-day meeting.

Officially, the A.A.U.P. remains firmly committed to the doctrine that tenured professors cannot be dismissed on financial grounds except as a last resort—and then only "under extraordinary circumstances because of a demonstrably bona fide financial exigency."

Nor has the association taken any formal steps that could be viewed as softening its resolve to protect tenured professors from overly selective layoffs or dismissals on educational grounds. But in the context of what some observers call the worst times for academe since the Great Depression, the possibility of revising some key A.A.U.P. policies on tenure is being reluctantly but seriously considered.

"I think many in A.A.U.P. have a problem" with the recommended regulations, said Harold Goldwhite, a leader of the association's statewide affiliate in California.

James C. Garland, chairman of a faculty committee that has studied the tenure issue at Ohio State University, said the panel had experienced "a lot of trouble" with the A.A.U.P.'s guidelines. He told the conference here that the latest proposal to define financial exigency at Ohio State was centering on its ability to survive "as an institution of excellence"—a concept that is not specifically addressed in the A.A.U.P.'s document.

"There are times when a tenured person should be the one to go."

Another faculty participant at the meeting here, who asked not to be identified,

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Sports Figures Urge Higher Entrance Standards for Students Who Get Athletic Scholarships

By JOHN A. CROWL

Some prominent figures in big-time college sports are throwing themselves behind a movement to tighten academic standards for students on athletic scholarships.

Four university presidents were in a group of 14 people from 11 institutions of higher education, the Big 8 athletic conference, and the College Football Association who met last month in Brunswick, Ga., and agreed to press the National Collegiate Athletic Association to require the following standards for entering student athletes who receive financial aid:

- Three years of high-school English and two years of mathematics, with at least a C average, plus an overall high-school average of at least C.
- A combined score of 700 on the Scholastic Aptitude Test or 15 on the American College Testing Program's examination.

The other members of the group were coaches and athletic directors from big-time sports powers, including Joe Paterno, football coach at Pennsylvania State University, and Bobby Knight, basketball coach at Indiana University.

The group urged that its proposals go into effect at the beginning of the 1985-86 academic year.

Under present N.C.A.A. rules, students need have only a C average in high school to be eligible for athletic grants-in-aid. Although a number of institutions have stiffer requirements, their standards are often waived in order to compete for the best high-school athletes.

The board of the Association for Intercollegiate Athletics for Women is expected to vote this week to suspend the organization's activities. See story on Page 13.

The Brunswick group, which has become known as the "Georgia seminar," met at the invitation of Fred C. Davison, president of the University of Georgia. Mr. Davison is also president of the College Football Association, an organization of 61 major football powers.

Seminar members said they would propose legislation at next January's N.C.A.A. meeting to tighten academic standards. Further, they said, if the N.C.A.A. rejects their proposals, the group will encourage a coalition of like-minded institutions to adopt the standards on their own and "coordinate their scheduling activities with those of similar inclination toward higher academic standards."

The recommendations of the Georgia seminar have been endorsed by the athletic directors in the Atlantic Coast Conference.

Later this week, the College Football Association's annual meeting will also take up the question of academic standards. The association will discuss a committee recommendation that is reportedly more stringent than the one proposed by the Georgia seminar.

Don Canham, director of athletics at the University of Michigan and one of those who attended the Georgia meeting, said that "the primary conclusion reached by the seminar was that most of the violations in the country today are brought about when eligibility for scholarships at

Continued on Page 12, Column 4

THE MINTER-BOWEN REPORT, PART IV

While Colleges Have Proved to Be Adaptable and Tenacious, They Are Also Vulnerable

By W. JOHN MINTER
and HOWARD R. BOWEN

Although our task is not to predict what may happen to higher education in the years ahead, it would be foolish to ignore the negative features of the outlook. They are three:

- The declining number of 18-year-olds.
- The generally depressed economic conditions.
- The actual or impending retrenchment in public appropriations.

Colleges and universities have already been through more than a decade of financial squeeze and are not in a good position to face triple threats.

We can report, on the basis of their past record, that colleges and universities are surprisingly resilient. Moreover, we can visualize different scenarios regarding the changing environment in which they will operate.

Therefore we do not assume that utter devastation is the only possible outcome. But we do believe that the leaders of our society would be well advised to exercise care in the treatment of higher education over the next several years. Our colleges and universities are vulnerable.

Revenues

The financial position of colleges and universities cannot be discovered or described in absolute terms. No one knows precisely how much money an institution, or a system of higher education, needs to achieve an "acceptable" standard of performance.

But, by observing trends over several years, it is possible to find out whether the financial position is improving, remaining constant, or deteriorating.

To begin, the figures in Table 1 show percentage increases in revenues from year to year, by types of institution from 1978-79 to 1980-81. For purposes of comparison, the percentage changes in the Consumer Price Index are also shown.

Those figures lead immediately to two conclusions:

- That the annual percentage increases were substantial.
- That the increases were greater for the private sector than for the public sector.

When inflation and enrollment growth are taken into account, it is likely that the real income of the public institutions declined somewhat.

Unfortunately, we lack data for 1980-81 for the public sector, but from what is known about the financial situation of the states, and from scattered data we have been able to obtain, it is almost certain that revenue growth in 1980-81 was less rapid in the public sector than in the private.

It is clear, however, that a valiant effort was made throughout the higher-education system, both private and public, to avoid financial deterioration. The increase in revenues was almost sufficient to overcome the double-digit inflation, and that was a kind of victory.

Sources of Revenues and Allocation of Expenditures

Colleges and universities tap many sources of revenue. They are well known for getting money wherever it can be found. Moreover, from time to time the country goes through great debates about the financing of higher education, and major new legislation is enacted.

Yet over the years, the percentages of revenue to higher education from various sources have remained surprisingly constant. The same stability exists in the budgeting of higher-education expenditures for various purposes.

The stability of sources of revenue and of objects of expenditure is undoubtedly a strength of higher education. It indicates that the sources of revenue were steadfast and that the budgetary allocations were defensible and reasonably secure.

In recent years, however, there have been barely perceptible trends in the percentages that bear watching.

The percentage of revenues from tuition and fees has been declining ever so slightly at both private and public institutions, and so has the percentage from local government, a source that is of particular importance to two-year colleges. At the same time, the percentages from miscellaneous (and perhaps unstable) sources have been slowly rising.

The changes are slight and no alarm should be sounded, but they are worth mentioning.

On the expenditure side, there were two notable changes that suggest financial stringency.

One was the decrease in the percentage of expenditures going to instruction. Of course, instruction is the heart of higher education. It includes the expenditures of academic departments for teaching and research, and it includes faculty salaries and other expenses related to the running of those departments. Any reduction in the percentage of expenditures for instruction must be viewed with some concern.

The other trend worth watching is the slow increase in the percentage going to institutional support. This refers primarily to the costs of general administrative operations, and those costs have expanded in recent years. The shift of funds from instruction to administration was imposed by circumstances and was not intentionally sought. However, it is a disturbing development.

Assets and Liabilities

Trends in assets and liabilities are more relevant to the private sector than to the public sector. Private institutions unequivocally own their assets and owe their liabilities. That may also be true of some public institutions, but for most the assets and liabilities belong ultimately to the state governments or to other sponsoring public bodies.

Table 2 shows the changes from year to

Continued on Following Page

1: Year-to-Year Growth of Institutions' Revenue

	Change from previous year		
	1978-79	1979-80	1980-81
Private institutions			
Research universities	+11.5%	+15.6%	+15.3%
Ph.D.-granting universities	+10.0%	+13.5%	+14.1%
Comprehensive institutions	+11.4%	+12.9%	+14.6%
Selective liberal-arts colleges	+ 8.8%	+13.4%	+13.3%
Less selective liberal-arts colleges	+ 6.0%	+10.8%	+13.7%
2-year colleges	+11.8%	+10.4%	+12.9%
All types combined	+10.3%	+13.0%	+14.7%
Public institutions			
Research universities	+ 9.9%	+12.9%	n.a.
Ph.D.-granting universities	+11.1%	+11.7%	n.a.
Comprehensive institutions	+10.4%	+10.5%	n.a.
2-year colleges	+ 9.0%	+11.8%	n.a.
All types combined	+10.3%	+11.9%	n.a.
Consumer Price Index	+ 9.3%	+12.8%	+12.1%

2: Assets and Liabilities of Private Institutions

	Change from previous year		
	1978-79	1979-80	1980-81
Private institutions			
Assets			
Current	+13.7%	+14.1%	+13.1%
Endowment	+ 6.9%	+ 9.0%	+ 9.5%
Plant	+ 6.1%	+ 8.4%	+ 8.4%
Other	+ 8.7%	+ 8.3%	+ 8.5%
Total	+ 6.6%	+ 8.9%	+ 9.0%
Interfund borrowing	+16.6%	+35.8%	+35.0%
Net assets	+ 6.6%	+ 8.2%	+ 8.3%
Liabilities			
Current	+16.3%	+ 1.4%	+ 0.3%
Plant	+10.6%	+15.2%	+15.5%
Other	+ 6.3%	+ 9.0%	+ 9.6%
Total	+10.5%	+10.7%	+10.5%

* Those gaining ground minus those losing ground

3: How Presidents Assess Institutions' Financial Condition

	Gaining ground	Holding their own	Losing ground	Trend consensus *
Private institutions				
Research and Ph.D.-granting universities	69%	25%	6%	+63%
Comprehensive institutions	53%	42%	6%	+47%
Selective liberal-arts colleges	65%	26%	9%	+56%
Less selective liberal-arts colleges	37%	40%	20%	+17%
2-year colleges	29%	43%	29%	0%
1980-81 total	42%	38%	18%	+24%
1979-80	50%	42%	8%	+42%
1977-78	50%	42%	7%	+43%
1976-77	49%	36%	15%	+34%
1975-76	41%	39%	20%	+21%
1974-75	30%	48%	22%	+ 8%
Public institutions				
Research and Ph.D.-granting universities	22%	33%	44%	−22%
Comprehensive institutions	21%	24%	54%	−33%
2-year colleges	19%	26%	56%	−37%
1980-81 total	19%	26%	54%	−35%
1979-80	16%	43%	41%	−25%

4: Presidents' Expectations for Next 5 Years

	Will improve substantially	Will improve a little	No change	Will slip a bit	Will deteriorate seriously
Private institutions					
Research and Ph.D.-granting universities	31%	50%	19%	0%	0%
Comprehensive institutions	38%	51%	2%	9%	0%
Selective liberal-arts colleges	35%	56%	7%	2%	0%
Less selective liberal-arts colleges	27%	43%	7%	20%	0%
2-year colleges	0%	29%	0%	43%	0%
All types combined	23%	43%	5%	20%	0%
Public institutions					
Research and Ph.D.-granting universities	11%	67%	6%	11%	6%
Comprehensive institutions	22%	55%	6%	13%	3%
2-year colleges	22%	48%	6%	22%	2%
All types combined	21%	52%	6%	19%	2%

SOURCE: W. JOHN MINTER AND HOWARD R. BOWEN

Milton College Closes Campus; Adult Programs to Continue

MILTON, WIS.

Milton College, $4-million in debt and with only 210 students enrolled this spring, has closed its campus but is still in business.

Ronald J. Dickman, president of the college, said last week that Milton's off-campus program—with 1,500 part-time adult students enrolled at 20 locations—would continue and probably expand.

"We believe it's wiser to cease the on-campus residential program until demand returns," he said.

The $4-million debt consists mostly of mortgages on campus buildings, Mr. Dickman said, and it has been substantially paid off by giving the buildings to the mortgage holders.

Some 80 employees, including about 24 faculty members, were laid off when the on-campus program was closed last month by a vote of the college trustees.

The off-campus program, begun in 1976, has made money for the college, Mr. Dickman said.

The program offers courses toward degrees in business management, criminal justice, and nursing in five nine-week sessions each year.

With the college's resources freed from the money-losing campus program, the president said, Milton will be able to expand the off-campus activity.

The college may return to a traditional residential program sometime in the future if there is renewed demand for it, he said.

Dying Institutions: Researchers Have Ignored an Unpleasant Topic

ANN ARBOR, MICH.

Although an increasing number of colleges are closing, there has been no systematic study of what is involved, researchers at the University of Michigan contend.

James L. Miller, Jr., professor of higher education, and J. Michael Erwin, project director at the university's Institute of Labor and Industrial Relations, said at a research conference here that the tendency to ignore the unpleasant subject of dying institutions had prevented others from learning more about it.

They reported they had been able to find relatively complete data on only 27 of some 200 college closings that have occurred in the past 20 years.

"Both the process and outcomes need further study," they said, "before objective, informed conclusions can be drawn about whether closings are good or bad, and under what set of circumstances they should be resisted, permitted, encouraged, or facilitated."

The number of college closings increased from 95 in the 1960's to 141 in the 1970's, they said, and in the 1980's there may be 200 or more.

"It is possible that those predictions will prove conservative," they said, "especially if federal assistance to students and to higher education in general is reduced."

The Michigan researchers said that although nearly all the institutions closing have been private, "we may see the emergence of state-level planning for retrenchment that will parallel the state-level planning for growth in higher education which occurred in the 1960's.

"Such planning could include the closing of some public colleges in some states."

"The specter of 'private-college closings' can be used creatively for fund-raising and public-relations purposes," they said, "by those for whom [closing] is not likely, at least in the immediate future.

"For institutions which are nearer to the reality, public pronouncements about the possibility are usually weighed more closely. For them, public statements about possible closing may become self-fulfilling prophecies."

Research on college closings should give top priority to the question of when to close, Mr. Miller and Mr. Erwin said.

"Answers are not offered in the literature on closings," they said. "What appears to be necessary is research aimed at identifying what might be called the 'tipping point' of institutional survival," beyond which last-ditch efforts are hopeless.

FACT–FILE

Faculty Salaries by Discipline Group

1981-82 averages at 70 state universities and land-grant colleges

	Professor	Associate professor	Assistant professor	New assistant professor	Instructor	All ranks
Agriculture and natural resources	$32,678	$25,949	$21,794	$21,096	$16,114	$27,742
Architecture and environmental design	33,091	26,912	21,742	20,952	18,374	27,140
Area studies	32,785	23,818	19,559	19,790	15,820	25,927
Biological sciences	34,326	26,094	21,416	19,635	15,226	28,732
Business and management	38,475	30,444	26,012	25,591	19,023	30,854
Communications	32,841	25,351	20,555	19,672	15,545	25,111
Computer and information sciences	38,608	29,697	25,386	25,395	19,139	29,851
Education	32,510	25,469	20,678	19,238	16,674	25,812
Engineering	37,382	29,017	25,243	25,204	17,953	31,949
Fine and applied arts	30,984	23,740	18,950	17,709	15,600	24,407
Foreign languages	33,728	24,338	19,380	17,286	16,005	25,344
Health professions	37,422	29,226	24,009	23,611	17,491	27,996
Health services, paramedical technology	32,983	22,936	18,323	—	14,324	18,131
Home economics	33,357	25,722	21,071	20,219	16,551	24,030
Interdisciplinary studies	35,322	25,713	19,532	17,954	14,892	25,877
Law	46,305	35,378	31,009	26,789	18,119	41,328
Letters	33,615	24,257	19,065	17,589	15,049	25,100
Library science	32,483	25,749	19,217	20,679	18,678	25,005
Mathematics	35,774	26,070	20,616	19,669	15,289	28,342
Physical sciences	36,209	26,421	21,419	20,131	17,096	30,925
Psychology	34,936	25,016	19,835	18,829	17,279	28,206
Public affairs and services	34,834	27,633	22,386	21,006	18,693	27,290
Social sciences	35,136	25,844	20,277	18,734	17,072	27,921
Technical and occupational curriculums	34,295	26,339	21,478	21,024	16,417	23,645
All disciplines	$35,232	$26,498	$21,841	$21,065	$16,757	$28,120

SOURCE: OFFICE OF INSTITUTIONAL RESEARCH, OKLAHOMA STATE UNIVERSITY

Colleges Have Proved to Be Adaptable, Tenacious—and Vulnerable

Continued from Preceding Page

year in the assets and liabilities of our sample of private institutions. The figures refer to percentage changes from the end of one fiscal year to the next, up to fiscal 1981.

Comparing changes in related assets and liabilities, current assets increased much more than current liabilities; plant assets increased less than plant liabilities; total assets increased slightly less than total liabilities; and interfund borrowing—the temporary transfer of funds within an institution—increased sharply.

The marked improvement in the current ratio of assets to liabilities is a good sign, and the increase in interfund borrowing is a sign of financial stringency. It is likely that a particular group of institutions was responsible for one of those changes and a different group for the other.

Altogether, the asset and liability data for the private sector indicate that only minor changes occurred. Except for the increase in interfund borrowing, the data do not signal much distress. That conclusion is confirmed by the stability over the years in the percentage distribution among various categories of assets and of liabilities. The percentages have remained remarkably steady, and the minor changes have on the whole been favorable.

Although the asset and liability data on public institutions are sparse, one indication of stringency is the substantial 29-per-cent increase in current liabilities during the year 1979-80.

Presidents' Assessments

As part of our survey, we asked the presidents of the sample institutions to assess recent trends in the financial condition of their institutions. We asked each of them to indicate whether his or her college or university was gaining ground, holding its own, or losing ground. As shown in Table 3, the responses varied greatly by types of institution.

Those in the best shape, according to the presidents, were the private universities and the selective, private, liberal-arts colleges. And the private sector as a whole was far better off than the public sector.

The table also shows the trend in responses over a period of years, indicating that the presidents' assessments were considerably less sanguine in 1980-81 than in the previous years. The recent trend is downward.

We also asked the presidents to give their views as of 1980-81 on the outlook for their institutions over the next five years. The responses regarding the future, shown in Table 4, were on the whole more favorable than those for the immediate present.

However, there were differences among types of institution. The presidents of private universities and selective liberal-arts colleges were relatively optimistic, and the presidents of the less selective liberal-arts colleges and the two-year colleges were relatively pessimistic.

Concluding Comments

The information we have gathered pertains to 1979-80 and 1980-81, and with less completeness to 1981-82.

We tried to find out what had actually been happening to higher education during those years. We did not attempt any forecast of what might lie ahead in 1982-83 and later years.

Since the early 1970's, perceptions of the condition of American higher education have been strongly influenced by gloomy forecasts of the future. Time after time, the forecasts have not come true, and reality has proved to be more favorable than expected.

The same may be said of the early 1980's, which have really been an extension of the 1970's. The worst fears, at least up to 1980-81, have not materialized.

Enrollment has held up, although the composition of the student population has changed; budgets have been balanced; little retrenchment in educational programs has occurred; the qualifications of the faculties have never been higher; faculty-student ratios have not changed very much; efficiency of operation has probably improved; and few institutions (no major ones) have expired.

Higher education has proved itself to be adaptable and tenacious. Most of the institutions that encountered reverses have been able to surmount their difficulties.

Of course there have been some negative factors.

Increasing proportions of the students have come to colleges poorly prepared academically, and many have been excessively oriented to careers and have not been as receptive to liberal learning as many educators (including the writers) would like. The proportion of part-time faculty members has increased, and working conditions for faculty members may have deteriorated somewhat.

But the changes are more in the nature of challenges to be overcome than of inevitable conditions to be endured.

One surprising element in the situation over the past year or two has been that public colleges and universities appear to have made less progress, or to have been harder hit, than private institutions. We surmise that this was due to the tax revolt and the economic depression, both of which have exerted a negative influence on tax receipts and therefore on state appropriations.

Those same influences have not affected the revenue sources of the private sector. Its turn may come, if and when federal and state student-aid appropriations are cut.

The financial problems over the past decade, and continuing up to the present, have been real, even though some have been concealed. They have been in the nature of a steady and relentless squeeze.

Although most formal budgets have been balanced, it is quite clear that not all costs have been funded. Most institutions have accumulated large backlogs of deferred maintenance and deferred replacement of buildings and other durable assets.

No one knows how big this backlog really is.

Perhaps more important, most institutions have failed to increase faculty and staff compensation in proportion to inflation, and most have fallen even further short of increasing compensation to match the earnings of people of comparable skills in other industries. The faculty members and other workers in academe have borne the brunt of the financial squeeze.

As indicated in Part I of this series, the decline in real compensation of faculty and staff members has been going on for more than a decade, and it has continued in the first few years of the 1980's.

The effects of that slow attrition have been masked partly because it has been gradual and partly because the responses of supply have tended to lag far behind changes in demand.

Faculty members who have made lifetime commitments to the academic profession do not leave it immediately upon the onset of unfavorable trends in compensation and other working conditions. Neither do people preparing for the academic profession immediately switch to other fields when conditions in academe become less favorable. Because of those lags in response, adverse trends of the past decade have not resulted in a wholesale flight from the profession. But if conditions continue to deteriorate, the number and caliber of the people preparing for the profession will probably decline, and the number already in the profession who will try to leave it will probably increase.

The current flight to industry of faculty members in engineering and business, and the difficulty of employing people in those fields, may be a harbinger of what lies ahead. It is sometimes forgotten that those are by no means the only fields in which faculty members may have outside options.

NOTE

This is the final article in a four-part series by W. John Minter and Howard R. Bowen on trends in American higher education.

Mr. Minter is a higher-education consultant in Boulder, Colo., and Mr. Bowen is professor of economics and education at the Claremont Graduate School.

This Minter-Bowen report continues, in a new format, a series of six studies published from 1975 to 1980.

Their previous reports were: *Private Higher Education*, published by the Association of American Colleges in 1975, 1976, and 1977; *Independent Higher Education*, published by the National Association of Independent Colleges and Universities in 1978 and by the National Institute of Independent Colleges and Universities in 1980; and *Preserving America's Investment in Human Capital*, published in 1980 by the American Association of Community and Junior Colleges, the American Association of State Colleges and Universities, and the National Association of State Universities and Land-Grant Colleges.

Women's Sports Unit Expected to Suspend Activity this Week

By PAUL DESRUISSEAUX

WASHINGTON

The executive board of the Association for Intercollegiate Athletics for Women is expected to act this week to suspend all of the organization's programs and services until its antitrust lawsuit against the National Collegiate Athletic Association is settled.

The A.I.A.W. was scheduled to poll by telephone the 26 members of its executive board on a proposal to dissolve the 10-year-old association in all but name until the suit is resolved.

The A.I.A.W., which guided the expansion of women's intercollegiate athletic programs, has asked the federal district court here to bar the N.C.A.A. from running its own women's sports championships, which it began sponsoring last fall. A trial is not expected before late summer.

Under the dissolution proposal, the A.I.A.W. would cease operations as of June 30. At that time the organization, under the management of its four-member executive committee, would exist only to continue its legal battle. If the lawsuit is successful, the 26-member executive board would be reconstituted and the A.I.A.W. would go back into business. Otherwise, it would remain dissolved. Most members of the A.I.A.W. staff would be laid off on June 30, although a skeleton "transition" team would stay on through August 30.

Ann Uhlir, executive director of the A.I.A.W., said last week that approval of the dissolution was not in question, since the executive board voted 21 to 3 in April to endorse the plan. "All debate and discussion of this proposal has already taken place," Ms. Uhlir said.

Special Meeting Canceled

Originally, the entire membership was to vote on the proposal at a special meeting here on June 7. That meeting was canceled when only 95 of the 759 member institutions—far short of the 253 required for a quorum—said they would send a voting delegate. Lacking a quorum, the executive board will act on the proposal.

At the organization's annual meeting in January, however, the membership took several actions that paved the way for dissolution of the A.I.A.W., which stopped processing membership renewals as of March 1.

The A.I.A.W. filed its antitrust suit last October, charging that the N.C.A.A. had unfairly used profits from men's intercollegiate athletic programs to offer a $3-million program of championships for women.

"We are alleging in the suit that the N.C.A.A.'s entry into women's athletic championships precludes anyone else's sponsoring such events, because it is subsidizing those programs with more than anyone can possibly earn from them," says Ms. Uhlir. "They have put $3-million into this, and the most that could be made is $500,000. They are not in fair competition."

Officials of the women's group say the N.C.A.A.'s sponsorship of women's championships has resulted in losses to the A.I.A.W. of members, championship participants, sites for events, and television revenue essential to the continued operation of the organization.

Fewer Teams Compete

More than 20 per cent of A.I.A.W.'s members did not renew this year, and there has been a 12-per-cent decrease in the number of teams competing in its championships. Most of those losses were among Division I institutions, which have the largest and most visible women's sports programs. Because of that, network and cable-television and commercial sponsors have withdrawn support for A.I.A.W. events.

The organization determined that it could not continue to operate on the dues paid by its remaining members, and that it had no way of matching the $3-million the N.C.A.A. pumped into its women's program.

The A.I.A.W. failed in an attempt in February to obtain a preliminary injunction barring the N.C.A.A. from offering women's championships while the suit was being contested.

An appeal of that decision was also denied.

The N.C.A.A. has argued that the A.I.A.W. is trying to protect its own past "monopoly" over women's intercollegiate athletics.

The A.I.A.W. submitted its "final statement of contentions and proof" to the court on May 7, and the N.C.A.A. was to submit its response last week.

The case will be heard by Judge Charles R. Richey of the U. S. District Court for the District of Columbia. Judge Richey earlier instructed the two organizations to pursue an out-of-court settlement.

However, "the potential for a successful settlement at this time is remote," says Ms. Uhlir, "and in all probability we will go to trial."

A date has not yet been set, but the case is not expected to go to trial much before August.

Top 20 College Football Coaches All Earn More than $100,000

MIAMI

The winningest coach in college football—Paul "Bear" Bryant of the University of Alabama—is also its best rewarded, earning a total of $450,000 in salary and benefits.

In a survey of income earned by college football's best-paid coaches, the Miami *Herald* reported that the top 20 in the greenback bowl all earned more than $100,000.

The figures represent base salary and benefits plus income from football-related radio and television activities. Income from other outside sources is not reflected in the "estimated total compensation" amounts.

In addition to the customary retirement and health-insurance plans, many of college football's top coaches receive assorted other benefits, including automobiles, country-club memberships, and additional insurance policies.

Alabama's Coach Bryant earns a base salary of $104,000, radio-and-television income of $300,000, and an estimated $46,000 in various benefits. The estimated total compensation for the Alabama coach does not include his income from commercial endorsements for a number of services and products sold regionally and nationally, from speaking engagements (for which he earns up to $15,000 per appearance), and other outside sources.

Following is the *Herald*'s list of the top 20 wage earners among college football coaches.

Paul (Bear) Bryant, U. of Alabama	$450,000
Barry Switzer, U. of Oklahoma	$270,000
Jackie Sherrill, Texas A&M U.	$240,000
Lou Holtz, U. of Arkansas	$226,000
Jerry Claiborne, U. of Kentucky	$152,500
Howard Schnellenberger, U. of Miami	$150,000
Chuck Fairbanks, U. of Colorado	$150,000
Bo Schembechler, U. of Michigan	$147,500
Tom Osborne, U. of Nebraska	$140,500
Bobby Bowden, Florida State U.	$140,000
Earle Bruce, Ohio State U.	$138,000
Johnny Majors, U. of Tennessee	$128,500
Charley Pell, U. of Florida	$123,000
Fred Akers, U. of Texas	$113,400
Don James, U. of Washington	$112,500
Lee Corso, Indiana U.	$108,500
Hayden Fry, U. of Iowa	$105,500
John Robinson, U. of Southern Cal.	$102,580
Joe Paterno, Pennsylvania State U.	$102,500
Vince Dooley, U. of Georgia	$100,000

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